

<b>Employee Protection Provisions</b>	<b>Paycheck Protection Act (Lott-Nickles amdt.)</b>	<b>1993 Dole Campaign Finance Reform (S. 7)</b>	<b>S. 25, McCain-Feingold Modification</b>
<b>Employee's Rights</b>	<p>Unions and corporations must obtain permission in writing from each employee prior to using any portion of dues or fees to support political activities.</p> <p>An employee may revoke his or her authorization at any time.</p>	<p>By law, labor unions each year must provide members and non-members written notice that they are entitled to a reduction in their dues (or agency fees for non-members), proportionate to the total amount spent by the union on political activities.</p> <p>Written notice must inform employees that they “may not be required actually to join” a union.</p>	<p>Nonunion member employees must first file an objection in writing each year to prevent the use of their agency fees to support political activities.</p>
<b>Employee Eligibility</b>	<p>Applies to union members and nonunion members alike.</p> <p>Employees of corporations are also covered.</p>	<p>Applies to union and nonunion member payments.</p>	<p>Applies only to nonunion member “agency fee” payments.</p>
<b>Organizations Covered</b>	<p>Labor organizations, national banks, and corporations are covered.</p>	<p>Labor organizations only.</p>	<p>Labor organizations only.</p>

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<b>Enforcement</b>	Expands enforcement authority by making noncompliance with the Paycheck Protection Act a violation of federal campaign law subject to FEC jurisdiction.	Expands enforcement authority by making noncompliance with <i>Beck</i> protections a violation of federal campaign law subject to FEC jurisdiction.	Limits enforcement to National Labor Relations Board (NLRB). Unauthorized use of union fees for political activities would not constitute a violation of federal election laws.
<b>Definition of Political Activity</b>	Prohibits the unauthorized use of union dues for a broad range of political activities. These include lobbying efforts directed at influencing legislation, active participation or intervention in political campaigns or political parties, or the formulation and distribution of political propaganda.	Prohibits the unauthorized use of union dues for political activities “including, but not limited to, the maintenance and operation of, or solicitation of contributions to, a political committee, political communications to members, and voter registration and get-out-the-vote campaigns.”	Prohibits the unauthorized use of nonunion member agency fees for “expenditures supporting political activities unrelated to collective bargaining.”  Does not provide an outright ban on use of dues for expenditures on political activities or lobbying to influence legislation.  No restrictions on the use of union members’ dues for political activities.